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## Maria da Conceição Torres Figueiredo

### Professora Associada

Department of Quantitative Methods for Management and Economics (IBS)

### Associate Researcher

BRU-Iscte - Business Research Unit (IBS)  
[Data Analytics]



## Contacts

|           |                                   |
|-----------|-----------------------------------|
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| Office    | AA2.10                            |
| Telephone | 217650681 (Ext: 220526)           |
| Post Box  | 74                                |

## Curriculum

Maria da Conceição Torres Figueiredo (1966) is Associate Professor of Quantitative Methods at ISCTE-IUL, Portugal, since 1997. She studied economics and econometrics at ISEG-UTL, Portugal (Licenciatura in Economics, 1991; M.S. in Mathematical Modeling for Economics and Management, 1994) and Quantitative Methods at the Instituto Universitário de Lisboa (ISCTE-IUL), (Ph.D. in Quantitative Methods, 2011). Her research focus on Longitudinal Data Analysis and Applied Microeconometrics. Participated in projects, studies, workshops and communications in national and international congresses. of journals where she published: The Portuguese Journal of Social Science; Social Policy and Society; International Labour Review and Jounal of Youth Studies.

## Research Interests

Longitudinal Data Analysis

Applied Microeconometric

Quantile Regression

## Academic Qualifications

| University/Institution                        | Type       | Degree                                    | Period |
|---|------------|---|--------|
| ISCTE-IUL                                     | PhD        | Doutoramento em Métodos Quantitativos     | 2011   |
| Instituto Superior de Economia e Gestão - UTL | M.Sc.      | Matemática Aplicada à Economia e à Gestão | 1994   |
| Instituto Superior de Economia e Gestão - UTL | Licenciate | Economia                                  | 1991   |

## Teaching Activities

| Teaching Year | Sem. | Course Name  | Degree(s)   | Coord. |
|---------------|------|--|---|--------|
| 2025/2026     | 2º   | Regression Models                                  | Bachelor Degree in Data Science;                        | Yes    |
| 2025/2026     | 2º   | Data Analysis and Visualization                    | Bachelor Degree in Management;                          | Yes    |
| 2025/2026     | 1º   | Decision Making Under Uncertainty                  | Bachelor Degree in Management;                          | Yes    |
| 2025/2026     | 1º   | Statistics for Industrial Management and Logistics | Bachelor Degree in Industrial Management and Logistics; | Yes    |
| 2025/2026     | 1º   | Data Analytics for Business Managers               |   | Yes    |
| 2024/2025     | 2º   | Introduction to Dynamic Models                     |   | Yes    |
| 2024/2025     | 2º   | Data Analytics for Business Managers               |   | Yes    |
| 2024/2025     | 2º   | Statistics II                                      |   | No     |
| 2024/2025     | 1º   | Data Analytics for Business Managers               |   | Yes    |
| 2024/2025     | 1º   | Statistics I                                       | Bachelor Degree in Finance and Accounting;              | Yes    |
| 2023/2024     | 2º   | Introduction to Dynamic Models                     |   | No     |
| 2023/2024     | 2º   | Probabilities and Statistics                       |   | Yes    |
| 2023/2024     | 2º   | Data Analytics for Business Managers               |   | Yes    |

|           |    |   |   |     |
|-----------|----|---|---|-----|
| 2023/2024 | 2º | Statistics II                                   |   | No  |
| 2023/2024 | 1º | Statistics and Data Analysis                    | Master Degree in Human Resources Development Policies;  | Yes |
| 2023/2024 | 1º | Statistics I                                    | Bachelor Degree in Finance and Accounting;  | No  |
| 2022/2023 | 2º | Probabilities and Statistics                    | Bachelor Degree in Computer Science and Business Management;  | Yes |
| 2022/2023 | 1º | Introduction to Dynamic Models                  |   | No  |
| 2022/2023 | 1º | Statistics I                                    | Bachelor Degree in Finance and Accounting;  | No  |
| 2021/2022 | 2º | Probabilities and Statistics                    | Bachelor Degree in Computer Science and Business Management;  | Yes |
| 2021/2022 | 1º | Introduction to Econometrics                    | Post Graduation Program in Economics and Regulation of Financial Institutions; Institutional Degree in ISCTE Business School; | Yes |
| 2021/2022 | 1º | Introduction to Dynamic Models                  |   | No  |
| 2021/2022 | 1º | Exploratory Data Analysis                       | Master Degree in Business Analytics;  | Yes |
| 2020/2021 | 2º | Probabilities and Statistics                    | Bachelor Degree in Computer Science and Business Management;  | Yes |
| 2020/2021 | 2º | Data Analysis for Human Resources Management II |   | Yes |
| 2020/2021 | 1º | Introduction to Dynamic Models                  |   | No  |
| 2020/2021 | 1º | Probabilities and Statistics                    |   | Yes |
| 2019/2020 | 2º | Statistics II                                   |   | Yes |
| 2019/2020 | 1º | Introduction to Econometrics                    | Institutional Degree in ISCTE Business School;  | Yes |
| 2019/2020 | 1º | Statistics I                                    |   | Yes |
| 2018/2019 | 2º | Statistics II                                   | Bachelor Degree in Finance and Accounting;  | Yes |
| 2018/2019 | 2º | Statistics II                                   | Bachelor Degree in Finance and Accounting;  | Yes |
| 2018/2019 | 2º | Statistics II                                   | Bachelor Degree in Finance and Accounting;  | Yes |
| 2018/2019 | 1º | Statistics I                                    |   | No  |
| 2017/2018 | 2º | Statistics II                                   |   | No  |
| 2017/2018 | 1º | Statistics I                                    |   | No  |

|           |                |                                 |  |     |
|-----------|----------------|---------------------------------|--|-----|
| 2016/2017 | 2 <sup>o</sup> | Statistics II                   |  | No  |
| 2016/2017 | 1 <sup>o</sup> | Statistics I                    |  | Yes |
| 2016/2017 | 1 <sup>o</sup> | Statistics I                    |  | Yes |
| 2016/2017 | 1 <sup>o</sup> | Statistics I                    |  | Yes |
| 2015/2016 | 2 <sup>o</sup> | Statistics II                   |  | Yes |
| 2015/2016 | 2 <sup>o</sup> | Statistics II                   |  | Yes |
| 2015/2016 | 2 <sup>o</sup> | Statistics II                   |  | Yes |
| 2015/2016 | 2 <sup>o</sup> | Econometrics I                  | Bachelor Degree in Economics;              | Yes |
| 2015/2016 | 1 <sup>o</sup> | Statistics I                    | Bachelor Degree in Finance and Accounting; | Yes |
| 2015/2016 | 1 <sup>o</sup> | Statistics I                    | Bachelor Degree in Finance and Accounting; | Yes |
| 2015/2016 | 1 <sup>o</sup> | Statistics I                    | Bachelor Degree in Finance and Accounting; | Yes |
| 2014/2015 | 2 <sup>o</sup> | Information and Data Management |  | Yes |
| 2014/2015 | 2 <sup>o</sup> | Statistics II                   |  | No  |
| 2014/2015 | 2 <sup>o</sup> | Econometrics I                  | Bachelor Degree in Economics;              | Yes |
| 2014/2015 | 1 <sup>o</sup> | Research Seminar in Economics   |  | No  |
| 2014/2015 | 1 <sup>o</sup> | Statistics I                    |  | Yes |
| 2014/2015 | 1 <sup>o</sup> | Statistics I                    |  | Yes |
| 2014/2015 | 1 <sup>o</sup> | Statistics I                    |  | Yes |
| 2013/2014 | 2 <sup>o</sup> | Statistics II                   |  | Yes |
| 2013/2014 | 2 <sup>o</sup> | Statistics II                   |  | Yes |
| 2013/2014 | 2 <sup>o</sup> | Statistics II                   |  | Yes |
| 2013/2014 | 2 <sup>o</sup> | Econometrics I                  | Bachelor Degree in Economics;              | Yes |
| 2013/2014 | 1 <sup>o</sup> | Research Seminar in Economics   |  | No  |
| 2013/2014 | 1 <sup>o</sup> | Statistics I                    |  | Yes |
| 2013/2014 | 1 <sup>o</sup> | Statistics I                    |  | Yes |

|           |    |              |  |     |
|-----------|----|--------------|--|-----|
| 2013/2014 | 1º | Statistics I |  | Yes |
|-----------|----|--------------|--|-----|

## Supervisions

### • Ph.D. Thesis

- Concluded

|   | Student Name  | Title/Topic   | Language | Institution | Concluding Year |
|---|---------------|---|----------|-------------|-----------------|
| 1 | Shichuan Tian | A Feature Analysis on Customer Needs in xxx Branch of The Agricultural Bank of China  | English  | Iscte       | 2017            |
| 2 | Tian Shichuan | The Research on Costumer Structure Characteristics and Marketing Measures of Regional Bank Agency: A Case from the Agricultural Bank of China | --       | Iscte       | 2017            |

### • M.Sc. Dissertations

- Ongoing

|   | Student Name                  | Title/Topic   | Language | Status     | Institution |
|---|-------------------------------|---|----------|------------|-------------|
| 1 | Rodrigo Afonso Moras Baldo    | Professional insertion of qualified young people in Portugal: contracts, skills and job quality                         | --       | Developing | Iscte       |
| 2 | Carolina Ferreira Vaz         | A literacia financeira nos jovens: um estudo comparativo entre Portugal e Espanha                                       | --       | Developing | Iscte       |
| 3 | André João Chagas de Oliveira | Salary comparison between Public and Private Sectors  | --       | Developing | Iscte       |
| 4 | Francisca Esperança Cativo    | How Augmented Reality And Virtual Reality Campaigns Impact Brand Experience And Brand Love in The Luxury Fashion Sector | --       | Developing | Iscte       |
| 5 | Maria Ema dos Reis Aniceto    | Ecolabels' impact on consumption, in Portugal   | --       | Developing | Iscte       |
| 6 | Inês Rebelo Paim de Oliveira  | How Online Gambling Threatens the Sustainability of Land-Based Casinos in Portugal                                      | --       | Developing | Iscte       |
| 7 | Bernardo Luis Oliveira Araújo | Literacia Financeira e Finanças Sustentáveis  | --       | Developing | Iscte       |

- Concluded

|  | Student Name | Title/Topic | Language | Institution | Concluding |
|--|--------------|-------------|----------|-------------|------------|
|--|--------------|-------------|----------|-------------|------------|

|   |   |   |            |       | <b>Year</b> |
|---|---|---|------------|-------|-------------|
| 1 | Diva Fonseca e Mestre                           | Exploring Social Media Travel Influencers' Role in Shaping Gen Z's Travel Intentions in Portugal                          | English    | Iscte | 2025        |
| 2 | Carina Martins Latino                           | Where is the gap in the gender pay gap?   | English    | Iscte | 2024        |
| 3 | Inês Filipa Santos da Conceição                 | The impact of the main determinants of non-performing loans in the Eurozone   | Portuguese | Iscte | 2023        |
| 4 | João Daniel Figueira Antunes                    | Telework and the increase of Polarization and inequalities in Portugal  | Portuguese | Iscte | 2022        |
| 5 | Inês Marques Pires                              | Job quality by educational level: similarities and differences  | English    | Iscte | 2018        |
| 6 | Mariana Cunha da Silva                          | The Sociodemographic Profile of Part-Time Workers   | Portuguese | Iscte | 2018        |
| 7 | Filipa Mendes Cunha                             | Evolution of qualifications on the trade sector in Portugal: contributions to a reflection on the (possible) crowding out | Portuguese | Iscte | 2018        |
| 8 | Sofia Alexandra Martins Lucas Nunes Branco      | Os Trabalhadores de Baixos Salários em Portugal e a sua Oferta de Trabalho  | Portuguese | Iscte | 2016        |
| 9 | Maria Leonor Bandeira de Melo Barreiros Cardoso | Modeling Portuguese Water Demand with Quantile Regression   | English    | Iscte | 2013        |

## • M.Sc. Final Projects

### - Concluded

|   | <b>Student Name</b>                          | <b>Title/Topic</b>  | <b>Language</b> | <b>Institution</b> | <b>Concluding Year</b> |
|---|--|---|-----------------|--------------------|------------------------|
| 1 | João Alexandre Ramos Leitão Caçador da Cunha | O Orgulho e a Lealdade - O caso do Sport Lisboa e Benfica                     | Portuguese      | Iscte              | 2016                   |
| 2 | Sofia Marques Romeiro                        | Caracterização dos Clientes Devedores nas Telecomunicações Móveis em Portugal | Portuguese      | Iscte              | 2013                   |

## Total Citations

|                        |    |
|------------------------|----|
| <b>Web of Science®</b> | 75 |
| <b>Scopus</b>          | 67 |

## Publications

### • Scientific Journals

#### - Scientific journal paper

|   |  |
|---|--|
| 1 | Suleman, F. & Figueiredo, M. C. T. (2020). Entering the labour market in the context of higher education reform and economic recession: Young bachelor and master graduates in Portugal. <i>Journal of Youth Studies</i> . 23 (10), 1396-1417<br>- Times Cited Web of Science®: 25<br>- Times Cited Scopus: 20<br>- Times Cited Google Scholar: 46 |
| 2 | Suleman, F. & Figueiredo, M. C. (2018). Wage differentials within a female dominated occupation: domestic workers in informal and flexible jobs in Portugal. <i>International Labour Review</i> . 157 (1), 129-152<br>- Times Cited Web of Science®: 8<br>- Times Cited Scopus: 7<br>- Times Cited Google Scholar: 20                              |
| 3 | Figueiredo, M. C., Suleman, F. & Botelho, M. C. (2018). Workplace abuse and harassment: the vulnerability of informal and migrant domestic workers in Portugal. <i>Social Policy and Society</i> . 17 (1), 65-85<br>- Times Cited Web of Science®: 39<br>- Times Cited Scopus: 35<br>- Times Cited Google Scholar: 80                              |
| 4 | Figueiredo, M. C. T. & Botelho, M.C. (2013). Decomposition of the gender wage gap in Portugal, 1998-2007: the evidence of gender discrimination. <i>Portuguese Journal of Social Science</i> . 12 (3), 287-315<br>- Times Cited Web of Science®: 3<br>- Times Cited Scopus: 3<br>- Times Cited Google Scholar: 13                                  |

### • Books and Book Chapters

#### - Book chapter

|   |  |
|---|--|
| 1 | Suleman, F., Figueiredo, M. C. T. & Guimarães, R. (2023). Are Graduates Working in Graduate Occupations? Insights from the Portuguese Labour Market. In <i>Rethinking Graduate Employability in Context: Discourse, Policy and Practice</i> . (pp. 135-159).<br>- Times Cited Scopus: 2<br>- Times Cited Google Scholar: 4 |
|---|--|

### • Other Publications

#### - Working Papers

|   |   |
|---|---|
| 1 | Figueiredo, M. C. T., Suleman, F. & Botelho, M.C. (2015). Typology abuse and harassment in domestic work in Portugal. Working Paper. 1-19   |
| 2 | Figueiredo, M. C. T. & Elsa fontainha (2015). Male and Female Wage Functions: A Quantile Regression Analysis using LEED and LFS Portuguese Databases. ISEG - School of Economics and Management, Department of Economics, University of Lisbon in its series Working Papers Department of Economics with number 2015/01.<br>- Times Cited Google Scholar: 9 |
| 3 | Suleman, F. & Figueiredo, M. C. T. (2015). Wage differentials in domestic work: The impact of contractual arrangements. Working Paper. 1-32   |

**- Report**

|   |   |
|---|---|
| 1 | Marques, P., Botelho, M.C., Figueiredo, M. C. T. & Guimarães, R. (2024). Jovens à procura de emprego inscritos no IEFP: Características, trajetórias e colocações.  |
| 2 | Marques, P., Botelho, M.C., Figueiredo, M. C. T. & Guimarães, R. (2023). Quem são os jovens desempregados? Diagnóstico e Recomendações.                             |
| 3 | Marques, P., Suleman, F., Guimarães, R. & Figueiredo, M. C. T. (2021). Os jovens no mercado de trabalho em Portugal (2007-2018).<br>- Times Cited Google Scholar: 3 |

**• Conferences/Workshops and Talks**

**- Talk**

|    |  |
|----|--|
| 1  | Marques, P., Guimarães, R., Botelho, M.C. & Figueiredo, M. C. T. (2025). Jovens inscritos nos Centros de Emprego: Que respostas para diferentes perfis?. 8º Encontro Anual da Associação Portuguesa de Economia Política .                             |
| 2  | Marques, P., Botelho, M.C., Figueiredo, M. C. T. & Guimarães, R. (2024). Jovens inscritos nos Centros de Emprego do IEFP: Que respostas para diferentes perfis?. 7º Encontro Anual de Economia Política.   |
| 3  | Suleman, F., Figueiredo, M. C. T. & Guimarães, R. (2023). Are graduates working in graduate occupations? Insights from the Portuguese labour market. 6º Encontro Anual de Economia Política.   |
| 4  | Suleman, F., Figueiredo, M. C. T. & Guimarães, R. (2023). The expansion of higher education and labour market outcomes in Portugal. CHER - 35th Annual Conference.   |
| 5  | Suleman, F., Suleman, A. & Figueiredo, M. C. T. (2021). Job quality of HE graduates: A comparison across Southern European countries. Society for Research into Higher Education (SRHE).   |
| 6  | Figueiredo, M. C. T. & Suleman, F. (2018). The labour market of young graduates in Portugal: The effect of higher education reform and economic recession. SRHE International Conference on Research into Higher Education .                           |
| 7  | Suleman, F., Botelho, M. C. & Figueiredo, M. C. (2018). Violência no trabalho feminino: O que acontece no trabalho doméstico em Portugal?. Conferência Internacional Mulheres, mundos do trabalho e cidadania: Diferentes olhares, outras perspetivas. |
| 8  | Botelho, M.C., Suleman, F. & Figueiredo, M. C. T. (2018). Violência no Trabalho feminino:O que acontece no trabalho doméstico em Portugal?. Mulheres, Mundos do Trabalho e Cidadania. Diferentes Olhares, Outras Perspetivas.                          |
| 9  | Suleman, F. & Figueiredo, M. C. T. (2017). The job quality of young higher education graduates in Portugal: Wage differentials and contractual arrangements in 2007 and 2012 . Workshop DINAMIA'CET.   |
| 10 | Suleman, F., Figueiredo, M. C. T. & Suleman, A. (2017). The segmentation of the labour market of higher education graduates in Portugal . International Conference Democracy and Participation in the 21st Century .                                   |
| 11 | Suleman, F. & Figueiredo, M. C. T. (2017). The job quality of young higher education graduates in Portugal: Contractual arrangements & wage differentials. LEED 2017 WORKSHOP.   |

|    |  |
|----|--|
| 12 | Suleman, F. & Figueiredo, M. C. T. (2017). Young Higher Education Graduates in Portugal in the Context of Bologna Reform and Economic Crisis (2007-2012). Workshop Youth in a Post-Crisis Europe: Regulatory Approaches and Their Perceptions.                 |
| 13 | Figueiredo, M. C. T., Suleman, F. & Botelho, M.C. (2015). Workplace risk and protection factors of abuses in domestic work. XI Jornadas de Economía Laboral.   |
| 14 | Suleman, F., Figueiredo, M. C. T. & Botelho, M.C. (2015). The impact of formality, trust and skills on the risk of abuses in domestic workers in Portugal. The Fourth Conference of the Regulating for Decent Work Network.                                    |
| 15 | Botelho, M.C., Suleman, F. & Figueiredo, M. C. T. (2015). A typology of abuses in domestic work in Portugal. International Congress on Working Conditions.   |
| 16 | Monteiro, H., Cardoso, M. & Figueiredo, M. C. T. (2014). Ir além da reação do consumidor médio: modelização da procura residencial de água em Portugal com regressão de quantis. 12.º Congresso da Água.   |
| 17 | Suleman, F. & Figueiredo, M. C. T. (2014). Wage differentials between declared and undeclared domestic workers. The Welfare State in Portugal in the Age of Austerity Conference.  |
| 18 | Suleman, F. & Figueiredo, M. C. T. (2014). The wage determination in the labour of domestic workers. International Labour Process Conference.  |
| 19 | Suleman, F. & Figueiredo, M. C. T. (2014). How flexible and informal arrangements shape the wages of domestic workers in Portugal. European Society for Population Economics – D5 Labour Market.   |
| 20 | Suleman, F. & Figueiredo, M. C. T. (2014). Flexibilidade, informalidade e salários no trabalho doméstico em Portugal. A Transformação das Relações Laborais em Portugal e o «Memorando de Entendimento».   |
| 21 | Monteiro, H., Cardoso, M. & Figueiredo, M. C. T. (2014). Going Beyond Average Response: Modeling Portuguese Residential Water Demand with Quantile Regression. International Water Association World Water Congress.<br>- Times Cited Google Scholar: 2        |
| 22 | Monteiro, H., Cardoso, M. & Figueiredo, M. C. T. (2014). Going Beyond Average Response: Modeling Portuguese Residential Water Demand with Quantile Regression. 5th World Congress of Environmental and Resource Economists.<br>- Times Cited Google Scholar: 2 |
| 23 | Figueiredo, M. C. & Elsa Fontainha (2013). Male and Female Wage Functions: A Quantile Regression Analysis using LEED and LFS Portuguese Databases. 3rd LINKED EMPLOYER EMPLOYEE DATA WORKSHOP - LEED 2013.   |
| 24 | Monteiro, H., Cardoso, M. & Figueiredo, M. C. T. (2013). Going Beyond Average Response: Modeling Portuguese Residential Water Demand with Quantile Regression. 8.º Congresso Ibérico de Gestão e Planeamento da Água.  |

## Research Projects

| Project Title | Role in Project | Partners | Period |
|---------------|-----------------|----------|--------|
|---------------|-----------------|----------|--------|

|  |            |   |             |
|--|------------|---|-------------|
| Cooperation Project between the Youth Employment Observatory and the Portuguese Public Employment Services (IEFP)                        | Researcher | DINAMIA'CET-Iscte (IL) - Leader             | 2023 - 2027 |
| Counterfactual evaluation of support to companies: crossover between causal inference and machine learning approaches (Contrafactual-ML) | Researcher | DINAMIA'CET-Iscte (GEC) - Leader, BRU-Iscte | 2021 - 2022 |
| Youth Employment Observatory   | Researcher | DINAMIA'CET-Iscte (IL) - Leader             | Since 2020  |
| Bringing together Higher Education, Training, and Job Quality  | Researcher | DINAMIA'CET-Iscte (IL) - Leader             | 2018 - 2022 |
| From internal devaluation to revaluation of work: the case of Portugal   | Researcher | DINAMIA'CET-Iscte (IL), CES-UC - (Portugal) | 2018 - 2022 |

## Academic Management Positions

Membro (Docente) (2025 - 2027)  
Unit/Area: Plenário do Conselho Pedagógico

Membro (2025 - 2027)  
Unit/Area: Comissão Permanente do Conselho Pedagógico